

Rural, Regional and Remote Digital Treechange

What is the Digital Treechange?

The 'Digital Treechange' initiative aims to overcome the 'barrier of the unknown' for lawyers considering RRR practice (**candidate**). Rather than having to relocate (with all the associated difficulties) before knowing much about the participating legal workplace (**participant**), the work, the area and the lifestyle; the 'Digital Treechange' initiative provides for candidates to work remotely for a participant, for a defined trial period. This allows the candidate to experience a sense of the work and workplace prior to relocating and, conversely, gives the participant an opportunity to trial the candidate beforehand.

The 'Digital Treechange' initiative is a model programme, with associated branding, comprising the following core elements:

- A candidate works remotely for a RRR firm for a defined trial period;
- The candidate must visit the participant's workplace on-location for a short period, so that both parties can make fully informed decisions at the conclusion of the trial period;
- At the conclusion of the trial period, and if the participant and candidate are both willing to proceed, the candidate will then be required to relocate to the participant's RRR workplace location.

How this model programme is implemented is a matter for the participant, so long as the programme meets the specified minimum standards outlined in the Terms and Conditions.

In the pilot programme, the Law Council's model features two streams that are not limited to any particular experience level:

- A six week model;¹ and
- A three month model.

Benefits for legal workplaces

The Digital Treechange is a tool for RRR firms who need to attract lawyers from outside their region. This may be because, for example, a different type of expertise or different experience level is required than is presently available within the RRR area. This is an inherently difficult exercise with high stakes on both sides if the candidate is not a good fit, and this may only be apparent after recruitment through traditional methods.

What distinguishes the Digital Treechange from other recruitment methods is that the programme has been designed, and will be promoted as, a nationally recognised programme that ensures a consistency of quality and delivery through its carefully formulated **Terms and Conditions** (attached). Participating firms will have the opportunity to trial the candidate

¹ It is noted that the 6 week model would be suitable for participants considering a clerkship programme for law students in their penultimate year of study.

beforehand, enhancing the chances for the participating firm to find the perfect candidate and initiate a long-lasting employment relationship.

Further, while the Digital Treechange promotes consistency and confidence through its *Terms and Conditions*, it is also designed to provide the necessary flexibility so that it may be adapted to the dynamic recruitment needs of the workplace. To this end, the Law Council has produced the **Guidelines** (also **attached**) to assist legal workplaces in their implementation and adaption of this initiative to the specific recruitment needs.

Interested firms who wish to participate in the initiative will be asked to provide certain information, including their firm's logo and name, which will be displayed on the Law Council's RRR Law webpage. Participating firms will also be provided with a copy of the Law Council's 'RRR Digital Treechange' logo to use for their own promotional purposes and may be featured in any promotion of the Programme as the Law Council considers appropriate.

Participating firms are not excluded from using other recruitment means and tools other than the Digital Treechange programme. They merely commit to use the Digital Treechange, in accordance with its *Terms and Conditions*, as one of the methods of recruitment, and there are no requirements for how often it must be used.

The attached *Guidelines* provide further assistance for legal workplaces considering how to use the Digital Treechange programme, including ways to customise the model to make the workplace more attractive and/or competitive for candidates.

Commitment

Interested firms who wish to participate in the initiative will be asked to provide:

- The firm name;
- A name and details of a contact person within your firm; and
- A copy of your firm's logo.

The Law Council will only use the information provided as outlined in the Terms and Conditions, and will otherwise display your firm name and logo on the RRR Law webpage. You will also be provided with a copy of the Law Council's 'RRR Digital Treechange' logo to use for your own promotional purposes.

Legal workplaces wishing to participate in the programme will also be required to agree to the Terms and Conditions.

The attached **Guidelines** provide further assistance for legal workplaces considering how to use the Digital Treechange programme, including ways to customise the model to make the workplace more attractive and/or competitive for candidates.

What are the benefits for candidates?

The Digital Treechange allows candidates to trial a new workplace and lifestyle before having to make life-altering decisions such as finding a new home, new services and new social circles. It allows candidates to ease into a big lifestyle decision with their existing support networks at hand, removing at least some of the anxiety inherent to relocating for work. The

Information pack



Digital Treechange also allows the candidate to become better acquainted with their prospective new home, before making 'big decisions' like property ownership, before they know the area.

In allowing candidates to trial a 'treechange', it is also hoped that unfounded misconceptions of rural practice are overcome. Candidates can assure themselves of their future career prospects, opportunities for advancement and that the participating legal workplace is a good fit for the candidate to achieve those goals.

The Law Council wants the Treechange to be a well-known and trusted model recruitment. Through a national branding and reputation, candidates can have confidence when they see firms advertising 'Digital Treechange' positions. This confidence comes from the carefully developed minimum standards required under the **Terms and Conditions**. Candidates know that they are participating in reputable programme, with transparent set standards they can trust.

Further information

For further information, please contact rrrlaw@lawcouncil.asn.au.

Also find further guidance on RRRLaw.com.au.

Attachment:

- Terms and Conditions; and
- Guidelines.

Law Council of Australia

RRR Digital Treechange Terms And Conditions

August 2021



Law Council
OF AUSTRALIA

TERMS AND CONDITIONS

1. Objects & Background

- 1.1. The 'RRR Digital Treechange' is a recruitment model programme designed by the Law Council, for implementation by participating legal practices and workplaces.
- 1.2. The Law Council will not administer the participants' implementation or delivery of the programme. Rather, this initiative offers a model solution, designed to facilitate practical solutions to recruitment and retention issues in legal practices and workplaces in Australian states and territories.
- 1.3. The Law Council and its Constituent Bodies will promote this initiative as a model programme that, though these terms and conditions:
 - promote a consistency of quality and delivery; and
 - reflect the ethics and values of the Law Council and its Constituent Bodies.
- 1.4. In this way it is envisaged that, over time, the RRR Digital Treechange will build a national branding and reputation as an effective solution to RRR recruitment, that is trusted by both employers and candidates.
- 1.5. It is important to note that the 'RRR Digital Treechange' is only one of the policy responses to RRR recruitment and retention under development by the Law Council. The Law Council acknowledges that the RRR Digital Treechange does not, and cannot, address all the underlying causes contributing to recruitment and retention issues in RRR areas. The Law Council is accordingly also developing other policy responses targeting other contributing factors in consultation with its Constituent Bodies, Sections and relevant external stakeholders.

2. Definitions

- 2.1. **Candidates** refers to any applicants to the model Programme, as implemented by the participants.
- 2.2. **Law Council** means the Law Council of Australia, ABN: 85 005 260 622.
- 2.3. **PAE** means Post Admission Experience.
- 2.4. **Participants** means the legal practices and/or workplaces in Rural, Regional and Remote locations, who commit to these terms and conditions.
- 2.5. **Programme** means the Law Council of Australia's Digital Treechange Model Programme.

2.6. RRR means Rural, Regional and Remote.

3. Commitment

- 3.1. Participants who commit to these terms and conditions:
- will be permitted use of the Law Council's 'RRR Digital Treechange' logo on their websites, social media and other promotions of the Participant's business;
 - will be listed on the Law Council's 'RRR Law' webpage; and
 - consent to featuring in any promotion of the Programme as the Law Council considers appropriate.
- 3.2. In order to qualify for the benefits outlined in paragraph 3.1, Participants must deliver the model as outlined in **section 4**, and otherwise comply with these terms and conditions. This is to ensure, as far as is reasonably possible:
- consistency of quality and delivery of the Programme;
 - that Participants reflect the ethics and values of the Law Council and its Constituent Bodies; and
 - that candidates can have confidence in recruitment programmes bearing the 'Digital Treechange' brand.
- 3.3. Participants availing themselves of the benefits outlined in paragraph 3.1 will be taken as having committed themselves to these terms and conditions.
- 3.4. If, for any reason, the Law Council considers that a Participant does not reflect the objectives in 3.2 above and/or is not complying with these terms and conditions, the Law Council reserves the right to take any of the steps as outlined in **section 6**.
- 3.5. It is the responsibility of the Participant to ensure that the Law Council is advised:
- of any changes or updates to business, contact and other relevant details; and
 - if the Participant no longer wishes to participate in the Programme.

4. Model Programme

Overview

- 4.1. The 'Digital Treechange' initiative aims to overcome the 'barrier of the unknown' for lawyers considering RRR practice. Rather than having to relocate (with all the associated difficulties) before knowing much about the Participant's workplace, the work, the area and the lifestyle; the 'Digital Treechange' initiative provides for candidates to work remotely for a RRR participating workplace, for a defined trial period. This will allow the candidate

to get a sense of the work and workplace prior to relocating and, conversely, gives the Participant an opportunity to trial the candidate beforehand.

- 4.2. At the conclusion of the trial period, and if the Participant and candidate are both willing to proceed, the candidate would then be required to relocate to the Participant's RRR workplace location.
- 4.3. During the trial period the candidate is to visit the participant's workplace on-location for a short period, so that both parties can make fully informed decisions at the conclusion of the trial period.
- 4.4. Unless otherwise indicated, the Law Council owns the copyright and all other intellectual property rights in all text, graphics, information, designs, data and other content forming part of the Programme. Where Participants have signed up to the Programme, the Participant may not alter or modify the Programme and retain the benefits addressed in paragraph 3.1.

Duration

- 4.5. In the initial rollout of the Programme, the Law Council is piloting two streams of the RRR Digital Treechange model:
 - a 6 week programme; and
 - a 3 month programme.
- 4.6. This aspect of the Programme will be reviewed, as outlined in **Section 7** below.

Recruitment

- 4.7. Candidates with suitable qualifications and experience are recruited through the usual recruitment processes utilised by Participants, however the interviews are to be conducted via remote access technologies such as Zoom, Skype or Teams.
- 4.8. In-person interviews, if desired by the candidate, will not be a contravention of this model. However, Participants cannot require in-person interviews and retain the benefits outlined in paragraph 3.1 above.
- 4.9. Participants must provide accurate information to the candidate as soon as reasonably possible in the recruitment process, in respect of the following:
 - The applicable pay/salary;
 - The applicable contractual arrangements including type of employment and notice periods in respect of both:
 - the trial period; and
 - in the event that the candidate is retained.
 - What support the candidate will receive:
 - during the trial period; and

- if successful, upon relocating to the RRR area.
- The type and practice area of work available;
- Any restrictions to work during the trial period that is likely to change following any relocation - for example, the availability of in-person court work;
- The availability of:
 - Accommodation (including affordability);
 - Amenities such as grocery stores, doctors, shopping, postal services; and
 - Attractions for recreation; and
 - Where the candidate can obtain further information regarding the RRR area.
- Information must also be provided in respect of arrangements for the on-site visit(s) during the trial period, if successful, including whether suitable accommodation is provided and, if not, where it can be obtained.

Remote-access trial period

- 4.10. Participants offering the 'Digital Treechange' agree to offer a trial work period to successful candidates for the durations outlined in paragraph 4.5.
- 4.11. During this trial period, the candidate is to be provided with a supervisor who is:
- easily contactable within work hours; and
 - available for at least a 15 minute one-on-one meeting, via phone or video-conferencing each work day.
- 4.12. During the trial period, there is to be a scheduled visit to the Participant's physical workplace for a short period, so that both parties can make fully informed decisions at the conclusion of the trial. This visit will be:
- For the 6 week stream: 5 business days completed over the course of the trial; and
 - For the 3 month stream: 10 business days total that can be split, with at least 5 business days completed by the 6 week mark.
- 4.13. Participants may consider providing additional incentives to attract candidates, such as providing tour of the area, a buddy or mentor and/or accommodation during the on-site visit depending on the resources of the Participant.
- 4.14. In order to qualify for the benefits outlined in paragraph 3.1, Participants must:
- only offer the position on a paid basis and in compliance with state/territory and federal workplace laws; and
 - be transparent with its applicants about pay in the recruitment process.
- 4.15. Participants further agree that any employment contract for the remote access trial period addresses the use of the candidate's de-identified information as outlined in paragraphs 5.8 to 5.13 below.

Conclusion of trial-period

- 4.16. At the conclusion of the trial period a performance review is to be conducted, in line with the usual practise utilised by the Participant.
- 4.17. Successful candidates who pass the trial period/probation period are to be offered ongoing positions on a paid basis, and in compliance with state/territory and federal workplace laws.
- 4.18. It is imperative that the position offered to the successful candidate reflects the same terms, as far as it is reasonably possible, discussed at the recruitment stage. Failure to accurately represent the position ultimately offered may be treated as a contravention of these terms and conditions and result in steps being taken in accordance with **section 6**.
- 4.19. Successful candidates (excluding graduates) are to be allowed a reasonable amount of time to relocate to the RRR area of not less than 30 days, unless a shorter period is desired by the candidate.
- 4.20. Graduates are not required to relocate until they have graduated.
- 4.21. Participants may consider offering additional support or assistance with this relocation, such as bonus annual leave days, assistance with finding accommodation and/or a RRR 'buddy', mentor or guide, depending on the resources of the participant.

5. Terms of programme

Recruitment practises

- 5.1. Commitment to this Programme does not restrict Participants from utilising other recruitment methods. However, any diversion from the model as outlined in **Section 4** will not be considered a Programme for the purposes of paragraphs **3.1**.
- 5.2. Moreover, the Law Council reserves the right to take any steps as outlined under **section 6**, if it considers any of the recruitment and other activities of the Participants do not reflect the ethics and values of the Law Council and its Constituent Bodies.

Policies and procedures

- 5.3. In order to qualify for the benefits outlined in paragraph **3.1**, Participants must:
 - be signatories to the Law Council's [Diversity and Equality Charter](#) and [Equitable Briefing Policy](#); and

- to have policies addressing, and deliver training, on:
 - sexual harassment;
 - workplace bullying;
 - discrimination;
 - cultural awareness;
 - work, health and safety (including in respect of online working); and
 - complaints/grievance processes and procedures.
- 5.4. The policies and training referred to in paragraph 5.3 must be reviewed and delivered at least every 2 years.

Remote access technologies

- 5.5. Participants must provide suitable and secure remote access technologies to facilitate the implementation of the Programme for the duration of the trial period.
- 5.6. Participants must offer a contact person, who is accessible remotely, who can assist the candidate with setting up the remote access system and with any technical problems that may arise during the remote access trial period.

Data collection and privacy

- 5.7. Participants agree that at the conclusion of the 'Digital Treechange' trial period, they will complete, and invite the candidate to complete, a survey available on the Law Council's RRR Law webpage.
- 5.8. While this survey will require identifying details from the Participants, this survey will only collect de-identified information about the candidates from the Participants. Candidates who choose to complete a survey themselves will have the option to remain anonymous.
- 5.9. Participants agree that any employment contract for the remote access trial period addresses the use of the candidate's de-identified information for the purposes of the survey.
- 5.10. The Law Council will treat any information provided in the survey as confidential, and agrees not to report or disclose the information reported other than on an aggregated, anonymised basis.
- 5.11. Participants otherwise agree that the Law Council may collect and store personal information provided by the Participant when:
- signing up to participate in the Model programme; and
 - completing the survey at the conclusion of the trial period.
- 5.12. In addition to any permitted use set out in this section, Participants agree that the Law Council has permission to collect, disclose and use the Participants personal and company information to:

- track and record the downloading of these terms and conditions and related documentation on the Programme; and
- compile reports regarding data and trends on a de-identified and anonymised basis.

6. Contravention of terms

- 6.1. The Law Council reserves the right to take the following actions in respect of Participants who fail to comply with these terms and conditions:
- Remove references to the Participant from any Law Council websites, including the RRR Law webpage, social media accounts and promotional materials as it considers fit;
 - Rescind any permissions to use the Law Council's 'RRR Digital Treechange' logo, brand, graphics, text, designs, data, information and any related intellectual property or content forming part of the Programme;
 - Take any other steps as it deems appropriate on the circumstances.

7. Review and changes to these terms

- 7.1. This Programme will be reviewed on an annual basis, to ensure that it remains fit for purpose. This may also consider whether the ambit or focus of the Programme should be expanded or amended.
- 7.2. The Law Council may change these terms and conditions at any time without notice. Participants agree to be bound by the changed terms and conditions if they implement the Programme after the terms and conditions have changed.
- 7.3. Participants are advised to check the Law Council's RRR Law webpage regularly to ensure familiarity with an up-to-date version of the Programme.
- 7.4. The Law Council may release the Programme under different terms and conditions or stop making available the Programme in its sole discretion at any time.

Law Council of Australia

RRR Digital Treechange Guidelines

August 2021



Law Council
OF AUSTRALIA

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These guidelines are designed to be read together with the RRR Digital Treechange terms and conditions. All relevant terms are defined in the terms and conditions.

Overview

The RRR Digital Treechange initiative is designed to be a model programme that, through these guidelines:

- promote a consistency of quality and delivery; and
- reflect the ethics and values of the Law Council and its Constituent Bodies.

In this way it is envisaged that, over time, the RRR Digital Treechange will build a national branding and reputation as an effective solution to RRR recruitment, that is trusted by both employers and candidates.

How this model programme is implemented is a matter for the Participant, so long as the programme meets the specified minimum standards outlined in the terms and conditions. Departures from those minimum standards will disentitle Participants from:

- use of the Law Council's 'RRR Digital Treechange' logo on their websites, social media and other promotions of the Participant's business;
- being listed on the Law Council's 'RRR Law' webpage; and
- being featured in any promotion of the Programme as the Law Council considers appropriate.

The Law Council also reserves the right to take the following actions in respect of Participants who fail to comply with the terms and conditions:

- Remove references to the Participant from any Law Council websites, including the RRR Law webpage, social media accounts and promotional materials as it considers fit;
- Rescind any permissions to you the Law Council's 'RRR Digital Treechange' logo, brand, graphics, text, designs, data, information and any related intellectual property or content forming part of the Programme;
- Take any other steps as it deems appropriate on the circumstances.

The above controls are designed to ensure that the integrity of the 'RRR Digital Treechange' name is maintained for the benefit of genuine Participants, and to guard against its misuse for the protection of candidates.

In the pilot programme, the Law Council's model features two streams:

- A six week model; and
- A three month model.

The Law Council is not restricting the 'Digital Treechange' to particular experience or PAE levels, to provide flexibility to Participants relative to their recruitment needs. However, it is noted that the six week model would be suitable for Participants considering a clerkship programme for law students in their penultimate year of study.

Distinguishing your workplace

While the RRR Digital Treechange has, for the reasons outlined above, certain minimum standards and requirements, there are many ways in which Participants can distinguish themselves from other competing providers of the programme.

Participants may consider providing additional incentives, such as:

- **Providing mentors or 'buddies' for candidates** during the remote access period, the on-site visit and/or upon relocation. This can be professional assistance and/or assistance with settling into the area, such as showing the candidate the local amenities, shopping areas, or local recreational activities.
- **Organising tours** of the 'sights to see' in the local area.
- **Information packs** about the local area- including amenities and attractions, and/or about the primary areas of work or industries in the local area.
- **Guidance materials** around vital issues such as cultural competency.
- **Bonus annual leave days** during the on-site visit and/or for relocation.
- **Guidance with relocation-** for example, referring the candidate to a trusted local real estate agent who can assist with accommodation.
- **Paying a portion, or the balance, of the candidate's HECS-HELP debt.**

The Law Council recognises that resources and funding between Participants will vary. Nonetheless, creative and lateral thinking around incentives can be very attractive to candidates who prioritise mentoring, support and experience in their job search.

Promotion of the initiative

There are many ways in which Participating workplaces can promote the RRR Digital Treechange programme, including:

- [Your local law society, professional association](#) and regional liaison committees - many of which have jobs boards and newsletters.
- Universities - legal practices and workplaces can approach universities to advertise their involvement in, and awareness of, the Digital Treechange programme.
- Sponsor or attend an event that attracts students and/or young lawyers, such as a careers fair.
- Speak at panel discussions or related events addressing RRR issues and use the opportunity to advertise your offering of the RRR Digital Treechange Programme.
- Use social media - promoting and/or linking an advertisement on your website.

An example of social media messaging might include (feel free to copy and paste as desired):

Calling all [law students/ OR young lawyers/ OR [applicable PAE level]]! Are you considering [a clerkship OR a change]? Why not consider working in [name RRR area] where you can develop a [fulfilling/exciting/thriving] career with a [beautiful/affordable/country] lifestyle?

In [month/year], [Participant name] is offering [X number of candidates] the RRR Digital Treechange programme [[link to information on the Law Council's RRR Law webpage](#)], where successful candidate[s] will have the opportunity to trial the rural, regional and remote lifestyle... remotely.

For more information, see [[link Participant's website](#)].

Recruitment and relocation

The RRR Digital Treechange initiative is predicated on successful candidates relocating to the RRR area at the conclusion of the remote-access trial period. This is an important feature of this particular programme, which was designed to address factors limiting access to justice in RRR areas as identified in the Law Council's and the [Justice Project Report](#).

This is because a lack of appropriately skilled lawyers necessarily impacts access to justice, particularly when conflicts of interest can limit the pool of lawyers available to act

in a particular matter. This has resulted in RRR residents being denied legal representation at critical junctures,¹ such as bail applications. Further, the lack of an appropriate and tailored mixes of services can impede access to justice, including when the required service is a considerable distance from the client² or there is not the necessary level of cultural competency so as to effectively deliver legal services.

These issues can be addressed, in part, by designing effective policy responses to recruitment and succession deficits and difficulties in retaining staff, with the view that this strategy:

- increases the number of suitably trained lawyers available in RRR regions;
- RRR communities benefit from valuable legal expertise that is otherwise, often lost through attrition. The RRR Digital Treechange programme is designed to address the issues outlined above.

Participants are accordingly advised to be upfront that successful candidates will be offered an ongoing position on the basis that the candidate relocates to the RRR area at the conclusion of the remote access trial. Participants are also encouraged to explain the reasoning behind the programme, summarised above and addressed in the [RRR Chapter of the Justice Project Report](#), and the Law Council's [RRR National Strategic Plan](#).

The terms and conditions require successful candidates to be allowed a reasonable amount of time to relocate to the RRR area. For programs directed towards students, the relocation cannot be required until after graduation unless so desired by the candidate.

For Participants offering Digital Treechange clerkships, consideration should be given to whether some remote access work will be made available to the candidate in-between the clerkship and graduation and this should be clearly communicated to the candidate in the recruitment process.

Remote access technology

Security

COVID-19 has seen the increased uptake of remote access technologies, court appearances and meetings. Many Participants will accordingly already have, at a minimum, the foundations of a remote working systems already in place.

There are also many affordable and easy-to-use remote working and file-sharing systems that can facilitate the RRR Digital Treechange remote-working trial periods when coupled with appropriate cyber risk management practices.

These include, but are not limited to:

- Zoom;
- Microsoft Teams;

¹ Law Council of Australia, Justice Project (Final Report, August 2018), Rural, Regional and Remote (RRR) Australians Chapter, 3, available online: <https://www.lawcouncil.asn.au/files/web-pdf/Justice%20Project/Final%20Report/Rural%20Regional%20and%20Remote%20%28RRR%29%20Australians%20%28Part%201%29.pdf>.

² Ibid.

- OneDrive; and
- Office 365.

Participants should ensure that both they and the Participants have appropriate Antivirus software installed and it is recommended that training be provided around digital hygiene and cyber risk management.

The [Law Council](#) and our [Constituent Bodies](#) have resources available addressing cyber-risk management.

Managing staff remotely

Managing staff, Particularly new and/or less experienced staff, via remote access technologies is not without difficulty. Nonetheless, experiences of COVID-19 lockdowns and remote-access schooling systems³ have demonstrated that, with creative and lateral approaches, remote-access training and supervision can be very successful. Some methods that may assist Participants with managing and assessing their RRR Digital Treechange candidate may include:

- Provide a thorough induction, including for example:
 - what are the primary areas of law;
 - who are your clients and what are their industries;
 - what are the primary considerations, sensitivities and issues that may arise during the trial period;
 - who does the candidate directly report to;
 - who can the candidate contact for low-level assistance (for example, a 'work buddy');
 - who can the candidate speak to about IT troubles;
 - who at the workplace handles 'HR' matters;
 - provision and overview of the workplace policies and procedures.
- Pre-planning and setting clear tasks, with defined deliverables, breaking down projects and setting clear outcomes in specified timeframes, can make it easier to assess the remote-access worker's output. It can also assist workers adapt to a new workplace in the absence of the usual contextual immersion.
- Regular 'face-to-face' catch-ups via video conferencing- between both the supervisor and the candidate, and with any 'buddy'.
- If possible, organise a social event via videoconference.
- Be upfront early about in-person events that the candidate may miss- if candidates know about the end of financial year party (for example) in

³ For example, the 'School of the Air' has been run successfully and with far greater limitations to technology since 1951.

advance, they have the option of organising their on-site visitation for that time.

Participants are also advised to consider:

- any supervision requirements for restricted Practising Certificate holders in your jurisdiction;⁴ and
- any professional indemnity insurance requirements.⁵

Further help and guidance

The Law Council will continue to develop guidance materials to assist RRR law practices and workplaces in implement this programme. These will be uploaded to the Law Council's RRR Law webpage as they are developed.

⁴ For example, Rule 5(1)(c) of the South Australian *Legal Practitioners Education and Admission Rules 2018* and the related [Remote Supervision of Practitioners Subject to Supervised Practice \(Category C PC\) During Covid-19 Restrictions](#).

⁵ It is further noted that Lawcover has information and resources about managing the risks of remote-access supervision. For example, see: <https://www.lawcover.com.au/wp-content/uploads/2020/09/Lawcover-LSJ-September-2020.pdf> .